

**San Jose Fire Fighters, IAFF, Local 230
2010-2011 Cash Compensation Profile**

TOP STEP BATTALION CHIEF¹

	Current Compensation	After 8.91% Total Compensation Reduction²
Base Pay	\$157,602	\$142,393
Holiday-In-Lieu (5.623%)	\$8,862	\$8,007
Anti-Terrorist Training Pay (2.00%)	\$3,152	\$2,848
Education and Training	\$910	\$910
EMT	\$2,947	\$2,663
Uniform Allowance	\$495	\$495
Total Cash Compensation³	\$173,968	\$157,315
Retirement Contribution (13.70%)	\$23,237	\$20,995
Health Insurance ⁴	\$1,446	\$1,446
Dental Insurance (PPO) ⁴	\$67	\$67
Total Benefits	\$24,750	\$22,508
Gross Pay	\$149,217	\$134,808
Difference in Gross Pay		\$14,410
% Difference in Gross Pay		9.66%

Notes and Comments

¹ Classification is eligible for overtime.

² Assumes 8.91% Total Compensation is taken in a 9.65% base pay reduction.

³ Does not include premium pays or FLSA overtime for employees on a 56hr work week based on their regular schedule.

⁴ Assumes employee is enrolled in family health and dental.